Police Sub-Inspectors and similar time-scale up to 80 in the case of Excise Sub-Inspectors. What I propose is, in the case of Police Sub-Inspectors there should be six grades, but there should be no time-scale, and that the six grades should be 50, 60, 70, 80, 90 and 100, the difference being that I begin with 50 and propose one new grade, 90, whereas in the Committee's report the pay should begin from 40 and there is no 90 grade. That is all the difference. In the case of Excise Sub-Inspectors, instead of their proposal of 40—50, 50—60, etc., I propose that they be given the maximum fixed for them, and that it should begin from 40, in all coming to 5 grades; 40, 50, 60, 70 and 80.

Mr. Thomas Manjuran.—I second it.

The motion was put and agreed to.

Auditors.

Mr. C. J. Mathew.—I propose to move resolution No. 17 that "*this Council recommends to the Government that the time-scale pay proposed, viz., Rs. 30 to Rs. 100 for the Auditors of the Accounts and Finance Department may be accepted, rejecting the provision of an efficiency bar at Rs. 70.*" I do not press the latter portion, *viz.*, "rejecting the provision of an efficiency bar at Rs. 70."

Mr. K. P. Kannan Nayar.—Then that is included in my proposition.

Mr. P. Kumaran Ezhuthassan.—I wish to move my amendment (C) to resolution No. 2.

Mr. A. B. Salem.—Before that amendment is put, it would be proper to consider my proposition. My proposition is that "*only men of substance not dependant on salaries be appointed as Village officers and they be paid only an honorarium for the collection of land revenue.*" If the House carries this proposition, that amendment need not be considered at all.

Deputy President.—Yours is practically independent of the other. We will take that subsequently.

Parvathiakkarans and Menons.

Mr. P. Kumaran Ezhuthassan.—My amendment is that "*all Parvathiakarans and Menons be paid Rs. 20 and 18 respectively after equalising their work as far as possible by clubbing the villages.*" The suggestion of the Special Finance Committee is that there should be three grades of 16, 18 and 20 for Parvathiakkarans and 13, 14 and 15 for Menons and a certain number of posts is given under each heading. What I beg to place before the House is that in as much as all the Parvathiakkarans and Menons are engaged in doing the same sort of work, *viz.*, the collection of revenue, as well as the maintenance o

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certain registers connected with the revenue and also not connected with revenue. The items of work to be turned out by these two classes of officers are set out in pages 109 and 110 of the report. There are about 30 items of work to be done by both these classes of officers. The nature of the work to be done by the Parvathiakkaran in one village and in another is the same and I do not see any reason why there should be different grades of pay for these officers. Of course there is the argument that the different grades are suggested in proportion to the nature and amount of work that falls on each man and certainly one Parvathiakkaran may not have to do as much work as another. What I beg to point out is that the villages, as suggested by the Committee, may be clubbed together, equalising their work as far as possible and all of them may be given the same pay. Then the number of men can also be reduced. Certainly there is no justification in keeping a certain man in a particular village having only to deal with 100 pattas and another than in another village to deal with 500 pattas. And there is no reason why the man who has to deal with 500 pattas should be given a higher pay when the man who has to deal with only 100 pattas is capable of doing the work regarding 500 pattas. We should try to exact the maximum amount of work a man is able to do and not allocate a greater amount of work for one man and for that reason give him a higher pay. Their work will have to be equalised as suggested by the Finance Committee by clubbing the villages, and the same pay of Rs. 20 may be given to them. To keep up the difference between the Parvathiakkaran and the Menon, although their work is identical the Menons may be paid Rs. 18 without any distinction of grade.

Mr. I. E. Ambooken.—I second it.

Mr. A. B. Salem.—I support it.

Dr. A. R. Menon.—Sir, I rise to oppose that amendment. According to the recommendations of the Special Finance Committee, it will be seen that 70 Parvathiakkarans are receiving Rs. 15 and 84, 12 rupees, and now the recommendation is 24 on Rs. 20 and 40 on Rs. 18 and 56 on Rs. 16 so that the last pay is higher than the highest grade of the post as at present. Then it is said that the work of the Parvathiam and the Menon is somewhat identical. Well, there are so many other Departments where the work is the same but where there is this invidious distinction. It is almost impossible to work the principle that the work being equal the pay must be equal. For the matter of that I may say that some of the clerks are doing more work than the Heads of Departments and the grade of pay given

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to a clerk is not at all commensurate with the pay the Heads of Departments receive. So the ground of equal work and so equal pay is not applicable. Another point is the Parvathiams form a very large number; and there is a third point that in the case of Parvathiam, generally these people are considered to be men of some position and status who do not accept those places simply for the sake of pay. He is the Village Munsiff and the Village Magistrate and only people of some status will go in for those posts. In olden times it is not even considered as pay but only the amount to meet the expenditure for the purchase of stationery articles and thing like that. It will thus be seen that the Special Finance Committee are, if at all, erring only on the side of generosity. For these various reasons I cannot find my way to support this amendment.

The proposition that Parvathiakkarans and Menons be paid Rs. 20 and 18 respectively was put and negatived, the President voting against.

Jail Warders.

Mr. P. Kumaran Ezhuthassan.—Amendment (d): "*that Jail warders be given Rs. 20—1—30 per mensem and the Head warders be paid 30—1—45 per mensem.*" I find these officers to be a particular set of men. They are there in the Jails undergoing the privations of Jail without committing any offence. It is only two sorts of men who go to jails; persons who commit crimes and those who do not pay their debts. But over and above these two classes we find these officers in Jail and more or less there is no difference between convicts, civil prisoners and these warders. They are more responsible than the persons who are within the Jail for they are to guard the prisoners. They are undergoing the Jail punishments without committing any sort of offence. I say, they should be put on a different level and their case should be considered with mercy. Certainly, their pay should be something higher than that of the ordinary officers.

Mr. C. Barton Wright.—I second it.

Mr. A. B. Salem.—I support it.

Mr. Thomas Manjuran.—What is the recommendation?

Mr. A. K. Vengu Ayyar.—The recommendations are that the pay is to be increased from Rs. 15—20 and 20—30.

Some Members.—What is the present scale?

Rao Sahib Mr. T. V. Kasturi Ranga Ayyar.—Warders Rs. 12—15, Head warders Rs. 17—30. I recommended Rs. 15—20 and Rs. 20—30.

Mr. A. B. Salem.—Are warders working continuously or by the process of shift?

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